

**HSS/Union Meeting To Address  
Former Worker and Energy Employee Occupational Illness Compensation Programs,  
CAIRS Reporting,  
and Central Worker Data Tracking  
September 16, 2008**

**Integrated Executive Summary and Final Action List**

**Background:** HSS and the labor unions who participated in the initial 2007 HSS Focus Group meetings agreed to a path forward in which various unions combined to form core working groups to address union identified health and safety issues by topical area.

The following is an overview of actions/activities identified in the September 16 HSS/Union meeting to address Former Worker and the Energy Employee Occupational Illness Compensation Programs, CAIRS Reporting, and Central Worker Data Tracking interests and issues with focus in the areas of improving outreach and collaboration among DOE, labor unions, and DOE stakeholders.

**1. Coordinate, increase and improve individual and combined outreach efforts with regard to Former Worker and the Energy Employees Occupational Illness Compensation Programs among DOE/DOL/FWP Principal Investigators**

- DOE HQ to assist in worker roster access efforts
  - develop a path forward for Sites to assist in getting worker records through DOE Headquarters leadership and direction [*DOE HSS*]
  - Improve record retention with regard to worker contact information [*Unions*]
- Collective feedback among FWP stakeholders [*DOE HSS/DOL/Unions*]
  - Identify and share improvements, issues/barriers to outreach efforts
  - Identify and share demographically aligned communications strategies
  - Identify integrative feedback point
- Improve integration/coordination of efforts/activities among DOL, DOE and Former Worker Program Principal Investigators [FWP PI]
  - DOL traveling resource center town hall meetings posted 6 months in advance to enable tie-in of DOE/FWP and expanded communications to workers [*DOL*]
  - Develop utility of an integrating repository such as the HSS Public Outreach Website
  - DOL to be invited to participate in bi-annual FWP PI meetings (next meeting to be held November 18) [*HSS*]
  - Identify and engage former worker advocacy groups in collaborative [HSS/DOL/FWP PI] efforts/initiatives
  - Improved communications to engage local medical communities and physicians to participate

**2. Training Improvements**

- Develop synergy between FWP and EEIOCPA initiatives, as well as, differentiation
  - Educate manager/worker populations with regard to Program differentiation and application to include DOE site managers [*DOE/DOL/FWP PI*]
  - Improve understanding and differentiation of Worker Dose Reconstruction (conducted by NIOSH)
- Develop and standardize outreach training related to former worker programs site-to-site
- Educate and engage local physicians, communities, and related health resources

#### 4. CAIRS Reporting

- Provide appropriate access to CAIRS and ORPS data [*DOE HSS*], which will be made available to interested unions for the purposes of identifying trends in injury/illness that could potentially be used to target training efforts and/or other interventions.
- Identify how the data is being used [*Unions*]
- Address barriers to reporting [e.g., correlation of worker's comp to CAIRS reporting]

#### 5. Central Worker Data Tracking

- Further investigation and discussion of system development and implementation
- Training Action: Identify base requirements (and standardize site-to-site)
  - Identify DOE mandatory training requirements (i.e., OSHA 10) [*DOE HSS/NIEHS*]
  - Develop a crosswalk of 851, ISM and VPP to better understand how these initiatives align or overlap with respect to training requirements, programs and policies [*DOE HSS/NIEHS*]
- Other elements for consideration
  - System development and implementation costs; and who will pay
  - Investigate Lessons Learned from the Transportation Security Administration's TWIC Worker ID Credential and DOE's HSPD 12 worker data systems
  - Mission reliability/worker safety vs Security as the incentive for creating a System Gatekeeper

## **Former Worker and Employee Compensation Programs, CAIRS Reporting, and Central Worker Data Tracking**

### **DRAFT MEETING SUMMARY**

In opening remarks, Glenn Podonsky emphasized the importance of working together to support the common goal of improving worker health and safety at DOE sites. As part of the HSS Focus Group thrust to provide different venues for exchange related to mutual worker health and safety objectives, he acknowledged the added participation of invited representatives from the Department of Labor's Division of Energy Employees Occupational Illness Compensation (DEEOIC).

Pete Stafford of the BCTD CPWR, designated lead for the working group discussion, acknowledged the expanded opportunities of working together to address mutual issues and concerns identified in the 2007 HSS Focus Group meetings with the participating unions. The identified issues have been broken down into topical areas for which working group meetings of HSS and union representatives, as well as, respective DOE stakeholders and other Federal agencies such as the Department of Labor, have been coordinated to specifically address these.

The following reflects an overview of the meeting discussion:

#### **Former Worker Screening: Outreach, Improved Facilitation, Collective Efforts and Issues**

- BCTD CPWR identified the biggest issue with regard to the Former Worker Program is access to, and retention of, DOE worker records to include subcontractors. It was proposed that HQ directed Site assistance in obtaining worker rosters would provide a path forward for resolving this issue.
- HSS reported success in engaging DOE HQ Program leadership in recent outreach efforts at several Sites by DOL in which the Sites became more responsive following subsequent direction by their HQ leadership. It was discussed that feedback from the Sites is still not forthcoming in response to requests made in a March 28 letter from Glenn Podonsky. HSS is willing to engage with DOE HQ leadership to support assistance from the Sites in FWP retrieval of worker rosters.
- The USW reported the additional challenge in retrieving worker contact information as a result of the use of the cell/mobile, rather than, residential phone numbers.
- CPWR and HSS reported having made some strides in the right direction with regard to the legal challenges in retrieving personal information.
- The CPWR stated the importance of effective outreach that will result from improved coordination of efforts among all FWPs, DOE HQ, and DOL EEOICP through the Focus Group vehicle.
- The following areas were identified as in need of expanded and coordinated outreach efforts:
  - An improved communications vehicle for providing FWP information to retired and/or laid-off employees
  - Investigation of "outreach to demographics" to more effectively align modes of communications with worker response needs. Information communicated through high tech vehicles such as on web-based information resources may not be reaching the older workers.
  - Identification of barriers to FWP outreach efforts
- It was proposed that collective feedback in how worker input is solicited, outreach is demographically aligned, and in the success of tools such as exit interviews, consent requests (from workers to release their contact information), and lessons learned could be provided to a central feedback point. It was pointed out by CPWR during the meeting that this

information is already collected quarterly and submitted to the HSS Former Worker Program Office. The analysis of the data collection would serve to assist all of the FWP efforts in developing more effective outreach tools across the Complex. The USW has experienced some success with more personal vehicles such as meetings, newspaper advertisements and engaging local physicians. However, the USW reported these efforts can be “hit or miss” and have determined that monies are better spent in screening activities.

- CPWR reported that exit interviews are not aligned with/typical of subcontractor workers. They do however, try to leverage resources; communicate with the membership to get the information out. The inclusion of FWP information notices in workers’ pension checks was a proposed option that CPWR is exploring.
  - In addition to web based resources, Union mailings and posters are other tools reported being used in outreach efforts in an effort to accommodate various demographics.
  - Metal Trades Department questioned whether presently there were any FWP and/or EEIOPCA outreach efforts for worker advocacy groups particularly at Rocky Flats. CPWR does screening for the construction worker population at Rocky Flats, and DOL has a resource center located in the suburbs of Denver.
  - DOL DEEOIC representatives reported that Rocky Flats is not currently on the “traveling town hall meeting” schedule, but reported they will look into it.
  - CPWR recommended that DOL participate in the upcoming DOE FWP meeting. HSS extended an invitation to DOL.
  - DOL will work to improve their outreach efforts with all FWPs such as the traveling town hall meetings so that they can communicate these efforts/schedules to their workers nationally.
  - IUOE proposed that the local medical community may be an educational/communications vehicle for the FWP outreach efforts.
  - HSS supports the need to ensure all aspects of the medical community are involved and the importance of building upon the intent of 3 year post employment screening. Huh?
  - The USW invites local physicians to Site Advisory Committee meetings as part of the effort to keep the community informed. DOL reported they provide education outreach as well; however, meet with challenges in finding physicians who want to “sign-up” to the Program and realize they need to better communicate in rural locations. This is an area where DOL could work with the FWPs to identify local providers in rural areas.
  - The issue of worker confusion regarding differentiation between the FWP and EEOICPA programs and processes and subsequent need for site-wide Program clarification was reported. It was also reported that NIOSH dose reconstruction efforts are presenting added confusion to workers. The USW reported that even local DOE doesn’t seem to understand the Program differences and cited a recent Brookhaven National Lab meeting as an example.
  - DOL agreed there is a need to share outreach ideas, identify gaps and target groups that need awareness education with regard to the various Programs. DOL has 12 Resource Centers with dedicated jurisdictional coverage of the United States.
  - CPWR reiterated the importance of collective participation within the FWP community to share information and improve communications and collaboratively improve the efficacy of various outreach efforts. HSS offered the utilization of the HSS Public Outreach website as a central repository for information and resources related to the FWP and Energy Compensation Programs. DOE FWP has a functioning website that should be the primary repository for such information. Information such as a 6 month schedule of DOL’s traveling town hall meetings can be posted if shared by DOL.
  - IBEW emphasized the importance of site-wide standardization of the education, training and outreach activities/programs.
- activities.

## **CAIRS Reporting**

- CPWR provided an overview of their efforts in the joint conduct of research with the University of Tennessee to assess the CAIRS reporting system, and to find patterns that might improve Program development. [A report of the findings are included in the September 16 Meeting Information Package].
- CPWR contends that although statistically DOE maintains an above average record compared to industry national averages for injury rates, the Complex-wide CAIRS requires improvement in the level of data refinement so that it bears utility as a diagnostic tool.
- HSS reported that an in depth look at the CAIRS data indicates the following issues:
  - Barriers to reporting [e.g., correlation of worker's comp to CAIRS reporting]
  - Inconsistencies in data input, by those that input the data
  - Lacks investigation/follow-up on the data collected
  - Data focuses on the worker, does not consider the impacts of equipment and/or the infrastructure, or systems that may promote inappropriate "behaviors"
- HSS, reported the Occurrence Reporting and Processing System (ORPS) provides an opportunity for trending, lessons learned and near misses, is also impacted by similar quality issues. ORPS is designed to *provide timely notification to the DOE complex of events that could adversely affect: public or DOE worker health and safety, the environment, national security, DOE's safeguards and security interests, functioning of DOE facilities, or the Department's reputation.*
- NIEHS proposed that these systems could be utilized as a training tool that would assist in fine tuning training efforts to needs identified by the data.
- IUOE agreed that lessons learned gleaned from the data would be useful in developing training programs; however, there is an issue in contractor access to CAIRS and ORPS data.
- It was proposed that the data may be helpful to, in addition to the basic OSHA 10 hour training, to target needed training areas; however, data roll-ups would not provide accurate assessments as specific limited set of data to identify trends.
- HSS suggests that clearer expectations of how the data might be used (what questions need to be answered) will determine the limitations of data collection/analysis and subsequent response as to what the data can and/or cannot provide.
- It was also pointed out that the integration of subcontractor data is not consistent. Unions are encouraged to report; and to identify/report barriers to reporting.
- NIEHS reported that utilization of CAIRS data will be addressed at the next DOE grantees meeting as they continue assess training needs.

## **Central Worker Data Tracking**

- The expanded utility of a centralized system for tracking worker data to include training qualifications/certifications both in and out of the DOE site-wide system was reaffirmed by the unions. At the very least, unions would like to see standardization and a method of confirmation that all workers at DOE sites fulfill DOE mandatory minimum training requirements that would enable a safer work environment and reciprocity site-to-site.
- IBEW participated in the conduct of a study related to worker data tracking and will provide information on that study to HSS [Jim Tomaszeski to provide]
- IUOE alerted the working group to the costly efforts of the Transportation Security Administration's Transportation Worker Identification Credential system and advised that review and analysis of the lessons learned in this effort would be prudent. In addition to major problems with inconsistencies in "card readers", card owners are asked to absorb the costs of the card.
- HSS reported similar card reader integration failures in the Homeland Security Presidential Directive 12 (HSPD-12), a common ID card system for all federal employees and contractors to enhance/manage security.
- HSS suggested that Union gatekeepers of a centralized tracking system would invite less

challenge than the innate security elements/hurdles of the DOE.

- It was proposed that from a training point of view, it is imperative that base training
- requirements are identified and met. In line with previous HSS/Union discussions to address training issues, it is also important to identify the how the 851 Rule might apply to base requirements and what the applicability is of initiatives such as the Voluntary Protection Program and Integrated Safety Management to 851 Rule requirements. HSS will develop a crosswalk of 851 Rule, VPP and ISM requirements. [DOE HSS/NIEHS]

A recap of actions from this meeting discussion are provided in the upfront *Integrated Executive Summary and Action List*.

The intent of the meeting summary is to focus on the gist of the meeting discussion, with an attempt to capture the essence of all the representatives stated and the tasks to be completed to implement the path forward in addressing and resolving identified issues. The meeting summary in no way captures all of the data and dialogue from the meeting.

Note: Informational materials related to the HSS/Union Focus Group/Topical meetings can be found on the HSS Public Outreach Website at: <http://www.hssoutreach.doe.gov/>



SEPTEMBER 16 HSS/UNION MEETING  
**HSS/Union Participants and Mode of Participation**

■ = *Call-In*

**HSS/DOE Participants:**

1. Glenn Podonsky – Chief Health, Safety & Security Officer [HS-1]
2. Russell Shearer - Deputy Chief for Operations [HS-1]
3. Steve Kirchhoff - Chief of Staff [HS-1]
4. Mark Whitaker - Director, Office of the Departmental Representative to the Defense Nuclear Facilities Safety Board [HS-1.1]
5. Mari-Jo Campagnone – Senior Advisor to Chief HSS Officer [HS-1]
6. Lesley Gasperow - Director, Office of Resource Management [HS-1.2]
7. Pat Worthington – Director, Health and Safety [HS-10]
8. Bill McArthur – Director, Worker Safety & Health Policy [HS-10]
9. Gina Cano - Office of Health and Safety [HS-10]
10. Greg Lewis - Office of Former Worker Screening Programs [HS-15]
11. Mary Fields - Office of Former Worker Screening Programs [HS-15]
12. Andy Lawrence - Director, Nuclear Safety & Environment [HS-20]
13. Bill Roege – Director, Corporate Safety Analysis [HS-30]
14. Janet Macon - Office of Analysis [HS-32]
15. Jeff Harrell - Director, National Training Center [HS-50] - [Call-in]
16. Lily Alexander - Program Analyst [HS-1]
17. Steve Lerner - Legislative Affairs Congressional and Intergovernmental Affairs [CI]

**UNION Working Group Participants:**

1. Pete Stafford - BCTD CPWR - Lead
2. Patricia Quinn - BCTD CPWR - Lead
3. Ron Ault– Metal Trades Department [Call-in]
4. Chico McGill - IBEW [Call-in]
5. Tom Perkins - IAFF/HFD [Call-in from HAMMER Facility]
6. Gerald Ryan - OPCMIA
7. Frank Migliaccio - IABSORIW
8. Barb McCabe – IUOE
9. Sylvia Kieding - USW
10. Moriah Ferullo - USW
11. Gary Batykefer - SMWIA

**HAMMER Call-In:**

1. Karen McGinnis – Director
2. Pat Aldridge – SME OSH Training
3. Ted Glitz - Manager, Radiation Safety Training

**National Institute of Environmental Health Services (NIEHS) Worker Education and Training Program (WETP)**

1. Joseph Thomas (Chip) Hughes, Jr. - Director of NIEHS WETP [Call-in]
2. Deborah Weinstock - Director of NIEHS WETP National Clearinghouse for Worker Safety and Health Training

**U.S. Department of Labor**

1. Rachel Leiton - Director, Division of Energy Employees Occupational Illness Compensation (DEEOIC)
2. Michael Chance - Acting Chief, Policy [DEEOIC]
3. Carrie Rhoads, Chief, Branch of Outreach and Technical Assistance [DEEOIC]